



## REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

<b>Date:</b> 6/5/14	<b>Interviewer:</b> Laura Langley	<b>RFA #14 – 20</b>
<b>Name of Person Requesting Assistance:</b> [REDACTED]		
<b>Contact Numbers (telephone, e-mail, etc.):</b> [REDACTED] or second email [REDACTED]		
<b>Status of Person(s) Interviewed (title, position, student status, etc.):</b> Student and former AS employee		
<b>Requested Assistance Pertaining To (name, position, policy, project, etc.):</b> [REDACTED]; non-EO personnel issues re: the AS		

To the best of your knowledge, please fill out the following:

Interviewee Status:      Male ☒ Female ☐    Administrator ☐    Faculty ☐    Staff ☐    Student ☒  
 Concern Regarding:    Male ☒ Female ☐    Administrator ☐    Faculty ☐    Staff ☒    Student ☐

**Category:** *(Please check at least one)*

- |   |   |   |                                     |  |
|---|---|---|-------------------------------------|--|
| <input type="checkbox"/> Age                                      | <input type="checkbox"/> Color                        | <input type="checkbox"/> Creed              | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status      |
| <input type="checkbox"/> Marital Status                           | <input type="checkbox"/> National Origin              | <input type="checkbox"/> Race               | <input type="checkbox"/> Religion   | <input type="checkbox"/> Retaliation         |
| <input checked="" type="checkbox"/> Sex/Gender                    | <input checked="" type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input checked="" type="checkbox"/> Gender Identity or Expression |   |   |                                     |  |

Time Line		
Date	Item	Comments
6/2/14	LKL I/m for [REDACTED]	Upon Sue's receipt of an email from Ted Pratt re: concerns raised by [REDACTED], LKL called [REDACTED] to schedule an appointment.
6/3/14	LKL email to [REDACTED]	Please call to make an appointment to discuss your concerns.
6/5/14	LKL intake with [REDACTED]	<p>[REDACTED] met with Laura to discuss a number of concerns regarding how he was treated by [REDACTED] and the Associated Students. [REDACTED] provided Laura with what he described as a 36 page statement regarding his concerns. He stated that [REDACTED] has sent Ted a written statement regarding her concerns as well. [REDACTED] asked that the names of other students he identifies in his statement not be disclosed.</p> <p>Section A of the document provided by [REDACTED] regards general concerns with [REDACTED] management of the [REDACTED] and [REDACTED] [REDACTED] was employed by the AS from Fall 2011 until May 2014. [REDACTED] expressed that he dedicated four years to working for the AS and then the [REDACTED] to remove him from his position because he enrolled for fewer credits than AS</p>

		<p>policy allows because his mother is ill with cancer. Despite [REDACTED] cashing out his life insurance to have money to enroll in more credits, the [REDACTED] removed him. He feels they showed no respect for him as a person despite him having gone above and beyond in his work for the AS, including working many hours without pay. [REDACTED] says that over a three year period, AS student employees have not been paid \$33,000 for hours worked. He reports that [REDACTED] never helped alleviate [REDACTED] workload in the [REDACTED] or the [REDACTED]. [REDACTED] has discussed this with Ted Pratt.</p> <p>Section B of the document provided by [REDACTED] focuses on his equal opportunity concerns with [REDACTED] says he "constantly felt like [REDACTED] took power from him." After describing the totality of the events that have transpired regarding [REDACTED] employment in the AS and his treatment by [REDACTED] said he has never felt so wronged in his entire life. [REDACTED] said that when he was made to leave the AS, no one apologized or recognized him except Ted Pratt and Lisa Rosenberg.</p> <p>In our meeting [REDACTED] gave examples of the inappropriate and disrespectful treatment he experienced from [REDACTED] reported that [REDACTED] has asked him how he has sex with his girlfriend, if he wears "a fake dick," what his genitals look like, and how his girlfriends identify. [REDACTED] also reports that [REDACTED] has outed [REDACTED] as transgender to many people within the AS, including after [REDACTED] told [REDACTED] that he does not identify as trans. [REDACTED] further reports that [REDACTED] responded inappropriately and too personally after misgendering [REDACTED] and that [REDACTED] had to bear the burden of educating the AS about how to respect transgender people. Although [REDACTED] reports that offensive comments from [REDACTED] were less frequent this academic year, they did continue. [REDACTED] feels [REDACTED] will deny saying such things to or about [REDACTED].</p> <p>[REDACTED] reports that [REDACTED] also treats people of color strangely, and gave the example of a retreat at Lakewood where he took odd pictures of students of color in attendance. He also described [REDACTED] tokenizing women of color who work in the AS, and his written statement describes concerns regarding [REDACTED] treatment of women students.</p> <p>[REDACTED] feels that there need to be consequences for [REDACTED] behavior. He also believes that [REDACTED] should no longer be in charge of the [REDACTED], and thinks it should be halted, a charge and charter written, and then have it staffed by people who understand [REDACTED].</p>
6/5/2014	[REDACTED] email to Ted Pratt, LKL, SGS	Recounting that [REDACTED] met with Laura Langley today, attaching statement of concerns, and saying that other students mentioned in the document haven't consented to having their names associated with the situation.
6/10/2014	Email from LE to [REDACTED]	In receipt of email and attachment sent last week. Please call to talk by phone about appropriate EO follow-up.
6/18/2014	Email from LR to [REDACTED]	Understanding was that [REDACTED] was going to call LE this morning. Since hadn't heard, just wanted to follow up. LE very interested in talking with [REDACTED].
6/19/2014	LE t/c to Ted	Discuss strategy for addressing [REDACTED] concerns. Ted to review work performance and AS issues.
6/22/2014	Email from [REDACTED] to LE	[REDACTED] would like to meet in person.
6/25/2014	LE meeting w [REDACTED]	Laura reviewed the EO process. [REDACTED] discussed his concerns, including that [REDACTED] always outed [REDACTED] birthname, including after [REDACTED] asked [REDACTED] not to. Laura will talk with Ted about how this is being addressed.



8/5/2014	████ email to Ted Pratt, LE, LKL SGS	Checking in on progress. Please keep informed.
8/6/2014	LKL email to █████, cc SGS & Ted Pratt	Thank you for your email, LE is no longer working at Western. SGS is out of office today and tomorrow. Can SGS and LKL call █████ Friday am or early next week?
8/15/2014	SGS email to █████	Email from Lynae Rickman on behalf of SGS. Please call Sue today.
8/18/2014	SGS email to █████	Email from Lynae Rickman on behalf of SGS. Please call EOO. Sue would like to meet August 25 or 26, and also would like to talk on phone 8/21/14 if possible.
8/18/2014	Lynae Rickman left voicemail for █████	Same as above. Please call EOO to schedule meeting and phone call.
8/21/2014	SGS email to █████	Email from Lynae Rickman on behalf of SGS. Like to meet or at least to talk on the phone, please call my admin assistant to schedule.
8/21/2014	Lynae Rickman t/c with █████	Scheduled for █████ to meet with Sue 8/25/2014 at noon.
8/25/2014	SGS meeting with █████	<p>████ is still a student in █████ and will graduate Spring 2015. █████ is still telling people that █████ dropped out and was fired. The █████ didn't like █████ personally.</p> <p>████ has asked █████ about fishnet tights; saying he wants a really queer picture; repeatedly outed █████ █████ is concerned with █████ lack of following employment rules and procedures. He broke confidentiality when █████ told him his mother was sick. █████ feels █████ puts himself on a pedestal where he can do no wrong.</p> <p>████ does not want to file a complaint at this time but thinks a climate assessment is a good idea. He questions whether █████ should be in his position, doesn't want anyone else to go through this experience, and wants him to stop talking about █████ personal information.</p>
8/28/14	Lynae Rickman email to █████	Sue would like to arrange a follow-up meeting or phone call for █████, SGS and Ted Pratt on Friday 8/29/14. Please confirm if this works for you.
8/28/14	████ email to Lynae	████ is not available at all Friday 8/29/14 but is available Mon or Tues.
8/28/14	Lynae email to █████	Mon/Tues 9/1 and 9/2 doesn't work for SGS. Can █████ call Sue when she is back in the office on Thursday, 9/4?
9/7/2014	████ email to Lynae	Is there a time this week to schedule a conversation between myself, Ted, and Sue? I'd like to expedite this process.
9/10/2014	Lynae email to █████	(Lynae was out of the office 9/5 – 9/9/2014.) Sorry not able to get back to you sooner. Please let me know your availability tomorrow and Friday for a meeting or phone call with Ted and Sue.
9/10/2014	Lynae t/c with █████	Left voicemail for █████ Please call to let me know your availability for Thursday 9/11/2014. Ted and Sue both available at 11, please call to confirm.
9/11/2014	Lynae t/c with █████	Left voicemail for █████. Please call to schedule appointment with Ted & SGS.
9/11/2014	Lynae email to █████	Ted is not available tomorrow (Friday 9/12) so meeting with SGS and Ted will have to be next week. Please call or email at your earliest convenience to schedule.
9/11/2014	Lynae t/c with █████	████ called, does not know availability yet for next week. █████ will know tomorrow morning (Friday) and will call Lynae Friday morning.



9/15/2014	Lynae t/c with [REDACTED]	Left voicemail for [REDACTED]. Did not hear from you on Friday regarding schedule for this week. Please call at your earliest convenience to set up a meeting. Also let [REDACTED] know that Lynae will be out of office as of Wednesday for about a week so please call at earliest convenience to schedule.
9/15/2014	Lynae email to [REDACTED]	Did not hear from you on Friday regarding schedule for this week. Please call at your earliest convenience to set up a meeting. Also let [REDACTED] know that Lynae will be out of office as of Wednesday for about a week so please call at earliest convenience to schedule.
9/15/2014	[REDACTED] email to Lynae	[REDACTED] is available tomorrow morning or afternoon.
9/16/2014	Lynae email to [REDACTED]	Sue can't meet this week because EO Office is short-staffed. Will have to be next week. Please let us know when you are available.
10/16/2014	Sue meeting with [REDACTED]	<p>Sue met with [REDACTED] and reviewed the EO concerns raised by [REDACTED] as summarized in the Summary of EO-related grievances document in file. [REDACTED] recognized that he has misgendered [REDACTED] and has apologized for it. He does not recall saying pronoun training was "kind of weird" and things it's great that it's now an integrated part of the AS structure [REDACTED] also doesn't recall saying anything about [REDACTED] gender identity or transition to others.</p> <p>[REDACTED] recalls asking [REDACTED] if he was still dating a particular person and the immediately thinking he shouldn't ask that question. He remembers thinking he should stop asking questions about [REDACTED] and sensed that he didn't want to be the representative. He did confuse [REDACTED] former girlfriend with another person. [REDACTED] remembers asking [REDACTED] if he was hoping to bear a child or planning to adopt. He doesn't recall asking about how hormone therapy would impact this.</p> <p>He asked men and women about fishnet stockings and thinks [REDACTED] and the other student he was with took it in a different way, but he didn't know [REDACTED] felt disrespected.</p> <p>[REDACTED] doesn't remember ever sharing private information.</p> <p>[REDACTED] did mistake one student for another because they had "similar body types." He recognizes he shouldn't have said it and that he "stereotyped someone."</p> <p>[REDACTED] said that his greatest challenge as a professional is to not be as interested in students' lives or share his life as much. Sometimes he ends up with students divulging things to him. But he absolutely denies touching any student, including [REDACTED] and has not talked about his sex life. He does talk about the good things in his marriage.</p> <p>[REDACTED] does not remember complementing women on their beauty, but does complement them on their clothing.</p> <p>He always uses scientific words like [REDACTED] when, for example, talking about his wife's work.</p> <p>[REDACTED] was instructed by [REDACTED] that [REDACTED] had to leave right away when no longer in school. When people asked why [REDACTED] wasn't there [REDACTED] said please talk to [REDACTED]</p>
10/30/2014	LKL meeting with [REDACTED]	Laura met with [REDACTED] to discuss maintaining appropriate boundaries with students. This included discussion about not asking personal questions about relationships and bodies, not expecting students to be one's educators on matters of identity about which the supervisor is curious, avoiding language and questions that can be particularly triggering to transgender people and survivors of sexual violence, and being clear with students that a supervisor is not a counselor but that counselors are available if the student would like to

		Speak with one.
11/20/14	SGS & LKL t/c with [REDACTED]	Relayed action taken by EO on his concerns, including meetings with [REDACTED]. [REDACTED] would like EO to tell Lisa Rosenberg and Eric Alexander that [REDACTED] and [REDACTED] are other students who wrote statements about concerns [REDACTED] asked if HR could be present at meeting between [REDACTED] and his supervisor about behavior going forward. [REDACTED] phone battery died during the call. He and LKL subsequently emailed about scheduling a time to continue the conversation.
12/1/2014	LKL email to [REDACTED]	Re: continuing conversation that got cut off.

The EO Office efforts undertaken to informally resolve issues related to concerns about [REDACTED]' insensitive comments allegedly made while [REDACTED] worked in the [REDACTED] are as follows:

Ted Pratt, Dean of Students, undertook an inquiry into issues related to the claims regarding lack of professionalism in the workplace and is communicating a response to [REDACTED] separate from the EO Office response.

Sue Guenter-Schlesinger met with [REDACTED] on October 16, 2014. He acknowledged and recognized that some of the alleged incidents and comments regarding gender and gender identity had occurred. He was very forthcoming in this meeting, and expressed regret when he heard [REDACTED] felt offended.

While [REDACTED]' acknowledged behavior does not rise to the level of illegal discrimination, it was clear that he could benefit from a better understanding of workplace boundaries between the personal and professional. To this end, he met with Laura Langley in the EO Office on October 30 to discuss this and explore ways to keep these boundaries clear. [REDACTED] expressed positive willingness to improve in this area, and understands that the EO Office will continue to be a resource to him.